



Community Oversight of the police

City of Tacoma | Community's Police Advisory Committee

September 30, 2021





OVERVIEW



- The design and expectations of civilian oversight lends itself to large-scale community engagement – and any decisions about CPAC’s role should be substantially informed by broad, intensive dialogue with community stakeholders.

• • • Complaint Categories



- TPD organizes communications as either inquiry or complaints
 - Inquiries
 - Inquiries are a communication which questions the conduct or performance of any member, or the Department. Usually an inquiry is a question involving the reason or justification of the delivery of service or procedure used by a member of the Department.
 - Complaint
 - any communication, verbal or written, specifically conveying dissatisfaction with the performance or conduct of the Department or members of the Department, or alleging misconduct or unlawful acts by members of the Department. Complaints may be handled at the Bureau level or referred to Internal Affairs as appropriate.

Complaint Categories



- Bureau Level Investigations
 - Investigations are done by Bureau level supervisors. If sustained, a Bureau Level investigation can result in; counseling, verbal warnings, oral reprimands, and written reprimands.
- Department level Investigations
 - Investigations are done by Internal Affairs investigators. If sustained, discipline can range from written reprimands up to termination.
- Criminal Complaints
 - HB 1267 established the state Office of Independent Investigations to review deadly force. CPAC is not pursuing oversight into these complaints.



Current Model



- 11 members
 - 5 district seats
 - 5 at large seats
 - 1 youth seat
- No member of TPD or their immediate family can serve on CPAC
- 1, 2, and 3 year terms with a max of 10 years served
- Unpaid positions with little training
- Staff Support: Part of each, a City Staffer, City Executive Liaison, 1-2 TPD Liaisons



Current Model (powers)



- Foster understanding between TPD and the community
- Promote awareness of the citizen complaint process
- Promote TPD services and resources
- Review and make recommendations on policies, procedures, rules, training, and programs
- Convene community conversations on services, programs, and issues of public safety
- Review completed internal investigations
- Ensure equal protection under the law



Oversight Models



- National Association for Civilian Oversight of Law Enforcement identifies three major classes of oversight
 - Review Focused
 - CPAC examines the quality of internal affairs and investigations and makes recommendations to the police for further investigation or improvements to the process.
 - CPAC would review investigation reports before they are closed and provide recommendations to the Chief of Police for additional investigation, discipline, and training before they go to the City Manager.
 - CPAC recommendations would not be binding.



Oversight Models



- National Association for Civilian Oversight of Law Enforcement identifies three major classes of oversight
 - Auditor Model
 - An external individual, *or* entity monitors and reviews the completeness and thoroughness of Internal Affairs investigations from beginning to end to ensure fairness, thoroughness, and consistency.
 - CPAC would oversee this individual and provide recommendations.
 - Would require a paid full time position or contracted agency which CPAC could help to hire.



Oversight Models



- National Association for Civilian Oversight of Law Enforcement identifies three major classes of oversight
 - Investigative model
 - CPAC investigates complaints of misconduct themselves and disciplines officers directly.
 - CPAC decisions are binding, highest level of oversight
 - Will require significant union bargaining which could take years, compensation for members, and significant training.



Feedback Guidance



- Please use the Q&A function of zoom to send us questions you have, or feedback. We will collect all comments as a part of our report for this event.